

OFFICE OF STATE EMPLOYMENT RELATIONS

Budget Summary							
Fund	2014-15 Base Year Doubled	2015-17 Governor	2015-17 Jt. Finance	Joint Finance Change to:			
				Governor		Base	
				Amount	Percent	Amount	Percent
PR	\$12,215,600	\$0	\$0	\$0	N.A.	- \$12,215,600	- 100.0%

FTE Position Summary					
Fund	2014-15 Base	2016-17 Governor	2016-17 Jt. Finance	Joint Finance Change to:	
				Governor	2014-15 Base
PR	49.95	0.00	0.00	0.00	- 49.95

Budget Change Items

1. STANDARD BUDGET ADJUSTMENTS

PR	\$783,900
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Governor/Joint Finance: Provide adjustments to the base budget totaling \$388,400 in 2015-16, and \$395,500 in 2016-17. Adjustments are for: (a) full funding of continuing position salaries and fringe benefits (\$379,800 annually); and (b) full funding of lease and directed moves costs (\$8,600 in 2015-16, and \$15,700 in 2016-17).

2. POSITION REDUCTIONS [LFB Paper 495]

	Funding	Positions
PR	- \$1,648,600	- 6.95

Governor/Joint Finance: Reduce position authorization by 6.95 positions annually and delete \$824,300 annually in funding associated with the positions. The following positions would be deleted: (a) 1.0 executive position in the unclassified service; (b) 1.0 chief legal counsel; (c) 1.0 program and policy analyst; (d) 1.0 executive human resources manager; (e) 1.0 labor relations specialist-chief; (f) 1.0 labor relations specialist-senior; and (g) 0.95 executive human resources specialist-senior.

**3. TRANSFER INFORMATION TECHNOLOGY POSITION
FUNDING FOR DOA SHARED AGENCY SERVICES [LFB
Paper 110]**

Positions	
PR	- 1.00

Governor: Delete 1.0 information technology position annually from the OSER general program operations appropriation for a shared agency services pilot program under the Department of Administration (DOA). Funding associated with the position (\$79,600 annually) would not be reduced, but rather reallocated to supplies and services to pay shared agency services charges assessed by DOA. The bill does not specify that incumbent employees would be transferred to DOA.

Transfer the following functions to DOA under the pilot program: (a) human resources services; (b) payroll services; (c) finance services; (d) budget functions; (e) procurement services; and (f) information technology. Under the bill, DOA would be authorized to assess agencies for services provided under the pilot program in accordance with a methodology determined by DOA.

Joint Finance: Delete provision. Instead, transfer 1.0 information technology position and its associated funding of \$79,600 PR annually (\$58,600 annually in permanent salary funding and \$21,000 annually in fringe benefits funding) from OSER to a new Division of Personnel Management under DOA. [See "Administration -- Transfers."]

**4. ELIMINATE OFFICE AND TRANSFER
FUNCTIONS TO THE DEPARTMENT OF
ADMINISTRATION [LFB Paper 496]**

Funding		Positions
PR	- \$11,350,900	- 42.00

Governor/Joint Finance: Delete \$5,671,900 in 2015-16, \$5,679,000 in 2016-17, and 42.0 positions annually and eliminate the Office of State Employment Relations, which is attached administratively to the Department of Administration (DOA). Repeal statutory language that authorizes seven unclassified OSER positions including the director, deputy director, executive assistant, three division administrators, and one employee who performs services relating to the coordination of state employee benefits. Transfer the funding, positions, and functions of OSER to a new Division of Personnel Management in DOA.

Delete the Division of Merit Recruitment and Selection, the State Employees Suggestion Board, and the Council on Affirmative Action which are in OSER and re-create them under DOA.

Under current law, the administrator of the Division of Merit Recruitment and Selection must be nominated by the Governor, and with the advice and consent of the Senate appointed for a five-year term, under the unclassified service from a register of at least five names certified to the Governor by the Director of OSER. The Director of OSER must prepare and conduct an examination for the position of administrator of the Division of Merit Recruitment and Selection according to the requirements for classified positions. The administrator of the Division of Merit Recruitment and Selection may be re-nominated by the Governor, and with the advice and consent of the Senate reappointed.

Under the bill, the director of the Bureau of Merit Recruitment and Selection under DOA would serve at the pleasure of the Secretary of DOA. The bill would delete the current process for selecting and filling the position of administrator of the Division of Merit Recruitment and Selection.

Transfer the following appropriations to supervision and management under DOA: (a) PR annual services to nonstate governmental units; (b) PR annual employee development and training services; (c) PR annual general program operations; (d) PR annual publications; and (e) PR annual collective bargaining grievance arbitrations. Delete the following OSER appropriations: (a) PR continuing gifts and donations; (b) FED continuing federal grants and contracts; and (c) FED continuing indirect cost reimbursements.

Specify that the assets, tangible personal property (including records), liabilities, contracts, pending matters, positions and classified employees of OSER (other than 6.95 PR positions) become the assets, tangible personal property (including records), liabilities, contracts, pending matters, positions and classified employees of DOA. Provide that all materials submitted to or actions taken by OSER would be considered as having been submitted to or taken by DOA. Specify that all transferred OSER employees would have the same rights and status as they had at OSER. Further, provide that OSER staff that had obtained permanent status would not have to undergo a probationary period at DOA. Provide that all rules and orders of OSER remain in effect until their specified expiration dates or until amended, modified, repealed, or rescinded by DOA. [See "Administration -- Transfers."]

5. TRANSFER OF UW SYSTEM EMPLOYEES' CONTINUOUS SERVICE BENEFITS

Joint Finance: Provide that the administrator of the Division of Personnel Management in the Department of Administration and the Board of Regents and the UW-Madison Chancellor would enter into a memorandum of understanding (MOU). Specify that the MOU would permit employees of the UW System who are appointed to positions in other state agencies to receive credit for their years of service with the UW System for the purposes of transferring continuous service benefits, including accumulated sick leave. Specify that the administrator of the Division of Personnel Management would promulgate rules necessary to implement the provisions of the MOU.